

# Family Services of Peel Quarterly Newsletter September 2016



TRANSFORMING LIVES IN PEEL

IN THIS ISSUE

## Global Symposium on Violence Prevention

From June 22<sup>nd</sup> to 24<sup>th</sup>, 2016, Family Services of Peel – Peel Institute on Violence Prevention held a Global Symposium on Violence Prevention at the University of Toronto – Mississauga Campus. The event provided a unique opportunity to discuss and learn from participants’ collective experiences and insights, and the three days brought together survivors, service providers, communities and researchers who are bound together by concerns of social justice and equity. This group shared their stories of success and their strong desire to address violence prevention. The intent of the Symposium was to openly communicate ideas on local innovative projects, programs, and studies, based on survivors’ and communities’ experiences, and the goal was to launch a global collaborative network to strengthen community capacity and research on violence prevention.



**“Success is an iceberg, we see only the tip.”**

During the opening reception, Sheherazade Hirji, CEO of the Canadian Women’s Foundation, presented on how issues are connected and how to improve the development of new priorities. She urged the participants to notice strength where others see only weakness, to think holistically, and to share power and build community. Deborah Sinclair, the Keynote Speaker for the opening ceremony, developed her presentation from her experience as a feminist social work activist in the Violence Against Women movement over the past four decades. She stated that despite significant gains made in establishing a powerful voice in the public arena about the horrific nature of violence against women locally and globally, we have yet to reach consensus on how to eliminate it.

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### An Update on our F&ST Program

After some unforeseen interruptions, the Families and Schools Together program is back on track.

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### Safe Housing Program of Peel

The agency’s Safe Housing Peel Project Facilitator tells us about one of her first cases in this new program.

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# A Message from the Executive Director



September is already here. Where does the time go?

During the summer months, Family Services of Peel was fortunate to provide opportunities to youths, host a successful Global Symposium, and continue to offer stellar services to the residents of Peel Region.

In-house, Family Services of Peel and the United Food & Commercial Workers (UFCW) Local 1006A negotiated a new collective agreement, which was ratified on August 26<sup>th</sup>, 2016. Thank you to all the individuals who were involved in the negotiation process... it was a job well done.

As we move forward, we continue to pursue varied funding opportunities, and we will keep everyone apprised of any developments.

I, for one, am looking forward to what the future may bring and I wish you all the best as we move into the last quarter of 2016.

## FYI...

### The Child and Family Services Act, R.S.O. 1990, c.C.11

Generally, parents have a right to access records relating to services provided to their children without the child's consent, if the child is under 16 years old (S.184 (1) (b)). However, parents require their child's consent to access a record relating to counselling services, if the child is 12 or older (S.184 (2)).

Under section 185, service providers may also withhold information that parents or children would be otherwise entitled to, if the provider is of the opinion that disclosure would cause emotional or physical harm to the child or a third party, or reveal the identity of a person who has provided information.

## Global Symposium (Continued from Page 1)



To view the detailed report of the Global Symposium on Violence Prevention, please visit Family Services of Peel's website at [www.fspeek.org](http://www.fspeek.org).

On the last day, a panel of speakers from Brazil, which included the Vice-Rector of Sao Paulo State University, Mariangela Spotti Lopes Fujita delivered a presentation about the programs, policies and research on preventing violence that are taking place in their country. In Brazil, it is currently accepted that violence against women is one of the most urgent human rights issues, yet women still do not benefit from a basic level of resources.

Survivors and community workers introduced a wealth of knowledge and expertise as they presented over 40 oral and poster presentations. They elaborated on innovative approaches of

working with children, youths, adults, and seniors of diverse communities. Professor Farah Ahmad, in her concluding words, stated that *success is an iceberg, we see only the tip. All spaces of marginalization might become spaces of resistance and hope.*

The Symposium represented one more step in building an emerging political will at local, national, and global levels. Survivors must be at the centre as we build together "safe spaces" using storytelling, art-based healing, and meditation, for men/women, elders/caregivers, professional trainers, and others.

# Families and Schools Together Program



The Families and Schools Together (F&ST) program at Family Services of Peel is funded by

the United Way of Peel Region and is a free after-school program, which runs in the evenings once a week for 8 weeks.

During a cycle, we coach parents on how to be the primary preventative agents for issues relating to school failure, future drug and alcohol abuse, mental health and neglect, bullying, coping with family tensions at home, etc. This is done through games and activities that promote the bonding of parent and child.

In the past, Teachers' Union strikes, schools' scheduling issues, and the decline of after-school programs, attributed to the difficulty of getting this program off the ground, but after a long, involved process, we're extremely pleased to report that we're finally on track! In the late winter/early spring of 2016, Family Services of Peel delivered the F&ST program at three elementary public schools: Dunrankin Drive Public School, Harold F. Loughin Public School, and Massey Street Public School. The principals were pleased with the positive outcome and as a result, two of the three above schools scheduled another cycle in fall 2016. In the interim, we conducted presentations to the academic staff at multiple sites and will run the F&ST program at three new schools (Aloma Crescent Public School, Lancaster Public School, and Olive Grove School) in the fall as well. Additionally, a cycle is scheduled at Clark Boulevard Public School and Dunrankin Drive Public School in the spring of 2017. So, we're definitely excited about what the future holds for this important program.

Following are a couple of success stories from recent F&ST cycles.

## Bullying Kid

One of Family Services of Peel's volunteers informed us that an 8 year old boy ("David"), who joined the F&ST program with his father, mother and 3-year old brother, had a history of being bullied. At the beginning of the cycle, he lacked self-confidence and was very hesitant to engage with others but as the sessions progressed, he became more outgoing. On week 4, the families were given a bullying presentation. During the session David raised his hand and stated that he was being picked-on by a boy in his class, who mocks him, shoves him, and gets him into trouble with the teacher by pretending to be the victim. Recently, David had informed his parents and teachers about the issue, and he also stood-up to the bully and expressed that he did not like how he was being treated. The bully eventually stopped when David refused to acknowledge the bad behaviour. During the presentation, David spoke so proudly of his experience and expressed that *bullies feed-off of reactions and will only bother you if you cry or react negatively*. The following week, one of the F&ST teachers informed the team that David was becoming an advocate against bullying. Others had witnessed him sticking-up for children being bullied and in the playground, he was making sure that all the children were being included in the games/activities.

## "I feel Like a Dad Again"

The F&ST team generally sees changes in family dynamics over the 8-week cycle but it's really special when participants notice positive changes within their own family.

At one of the F&ST cycles held during spring 2016, one father expressed to the team that he works late hours and takes additional night shifts just to make ends meet. This affected his family since he wasn't participating in their daily lives and as a result, his children weren't acknowledging him when he was at home. In week 5 of the program, during

the parent group, he informed the other parents and the F&ST team that his children were beginning to come to him for everything and that they felt that they now had a father. It was at this point that he said, "I feel like a dad again." He expressed that his children could now rely on him and they respected him. There are 6 members in his family and all the children are close in age, so it's difficult for the parents to give equal attention to all of them. However, the F&ST program gave every member of the family something to look forward to each week, and it provided them with a chance to spend quality time together.

## NEXT YOP INTAKES

The Youth Opportunities Program (YOP) is an Employment and Social Development Canada (ESDC) funded program for youths aged between 15 and 30, to develop their employability skills through work experience. Although mandated by ESDC to find meaningful employment for the youth participants, the YOP staff diligently ask the clients about their dream job, and they try their best to find an appropriate placement. To date the positions include environmentalist, geologist, data entry, supply chain, H/R recruiter, car mechanic, cook, hotel front desk, airline ticketing agent, marketing, ECE, customer service, etc. Congratulations to the YOP team for their hard work and perseverance!

The next youth interventions begin in January 2017 and Intakes are already underway.





## Marijoy's Food Blog

One thing that foodies tend to have a hard time deciding is where to go and what to eat. It is definitely a challenge because we have endless cravings and so many options to choose from.

There are many restaurants in central Mississauga, especially around the Square One Shopping Mall area, which is where Family Services of Peel's main office is located. So, with so many eats to choose from, I would personally say that **Scaddabush Italian Kitchen & Bar** is one of my favourites. Scaddabush, an Italian eatery parallel to the City Centre Transit Terminal, is an absolute go to on your lunch break, or after your shift, for dinner and drinks in their patio area.

This restaurant emits a cozy, rustic feel and can be great to dine with family, friends, or coworkers.



What to get at Scaddabush? My preferred entrée is their **fresh mozzarella served with fig jam and fresh baked focaccia**... simple yet so delicious. Knowing that their mozzarella, bread, pastas and almost everything else on their menu is made fresh daily, makes it much more appetizing. If you like warm stringy melted cheese with the combination of sweet, savoury and crunchy all in one bite then this is

definitely a must try for you! If fig jam doesn't suit your palette then they also serve this dish four different ways. You can even watch their staff prepare your order right before your eyes!

If you're feeling thirsty after a long day of work then I also suggest trying their sangria. But we can't forget about dessert. Their delicious zeppole, a fried doughnut dusted with powdered sugar accompanied with a hazelnut chocolate sauce, is the best ending to an already scrumptious meal. Bon appétit!

*Marijoy is an employee at Family Services of Peel and an avid "foodie".*

## Job-Protected Leaves of Absence

Most of us know that Parental Leave (formerly called Maternity Leave) is a job-protected right for many employees in the Province of Ontario. But did you know that there is also a **Reservist Leave** and an **Organ Donor Leave**?

The Employment Standards Act, known as the ESA, is a law that sets minimum standards for workplaces in Ontario. If you are an employee protected by the ESA, you may qualify to take unpaid time off work for recognized leaves of absence. For example, employees working in organizations with 50 or more employees are entitled to up to 10 days of unpaid Personal Emergency



Leave. This is to attend to their own or a family member's illness, or other urgent family matter. The definition of family includes some step family member and certain in-laws. For workplaces with less than 50 employees, like Family Services of Peel, there is no requirement to provide Personal Emergency Leave, however, all employees within Ontario who are governed by the provisions of the ESA are entitled to **Family Medical Leave**.

One of the newest job-protected leaves to be added to the Employment Standards Act is the **Family Caregiver Leave**. This is an unpaid leave of up to eight (8) weeks that may be taken to provide care or support to certain family members for whom a qualified health practitioner has issued a certificate stating that the family member has a serious medical condition.

Each type of leave of absence recognized by the ESA has its own eligibility criteria, including the number

of employees at the workplace, and an individual's length of service.

### EMPLOYMENT STANDARDS ACT

For a complete list of ESA job-protected leaves and their corresponding eligibility criteria, please visit [www.labour.gov.on.ca](http://www.labour.gov.on.ca) and click on Employment Standards Act.



*Jack Britstone, Director of Finance and Administration, celebrated his early July birthday in style.*

# Safe Housing Program of Peel

The Safe Housing Program of Peel is a pilot project by the Peel Elder Abuse Prevention Network, in partnership with Family Services of Peel. The goal is to provide safe beds for seniors in crisis situations.

Recently, Family Services of Peel received a referral by 24/7 Crisis Support Peel, in regards to a 73 year old man ("Mr. S") who had been evicted from his home because of a domestic dispute with his son, who was allegedly taken into custody by Peel Police because of neglect and signs of physical abuse. At the time, Mr. S was temporarily placed with his sister in a neighbouring city. A bit overwhelmed with this new case, I was quite hesitant and unsure of how to proceed because both the program coordinator and manager were unreachable. With guidance and support from a Family Services of Peel elder abuse support program staff member, I was able to proceed with what needed to be done to help this client.

It was evident that Mr. S required extra care and a safe place to stay as he was coping with multiple chronic health conditions and mobility issues. Eventually I connected with the Safe Housing manager and we contacted a project partner who had unfortunately informed us that no beds were vacant until after the weekend.

I met with Mr. S in his sister's home and completed a full assessment. He was a frail and fairly independent older man who needed the use of a walker. In our initial meeting, it was my sense that he was quite distressed by his experience and was very eager to find a safe place to stay. He shared with me that his son had mental health issues and that his alcohol and drug use influenced his abusive behaviour. Mr. S mentioned that the incident with the police happened when his son was intoxicated and needed money to purchase more

alcohol and drugs. When Mr. S informed his son that he had no money, his son knocked him down, choked him, and picked him up by his beard. Two school-aged girls, along with a gentleman walking by, witnessed the occurrence outside the apartment building and called the police. His son was taken into custody and a "no contact" order was placed between Mr. S and his son. The elderly gentleman stated that there were multiple times in the past when his son had locked him out of their home and as a result, he had to spend long, cold nights at a local coffee shop. Having experienced such a traumatic event, Mr. S shared his fears about his safety and the fact that his son knows the location of his sister's home.

With no bed available that evening or the following two days, I reached out to other services outside of Peel and made a call to ESS Support Services. They identified that they had one bed available and could provide Mr. S with a safe place to stay. The bed would only be available for up to 8 days but after I explained my client's situation, they stated that they would keep him for up to 40 days. I was quite relieved that Mr. S would be receiving a 24-hour Personal Support Worker, 3 meals a day, and access to a senior day program.

While providing support and visiting Mr. S in his new location, we reviewed his plans for permanent housing. I assisted Mr. S with collecting documents from the home he was evicted from, to get his application started for PATH Victims of Family Violence. With that in place, I then connected with a CCAC worker who began his application for long-term care, and due to the nature of his situation, they were able to list him as a priority client, hoping to permanently house him within 30 to 90 days.

*Marijoy is the Safe Housing Peel Project Facilitator at Family Services of Peel.*



**United Way**  
Peel Region




## **SPEAKERS' BUREAU**

Shehzad Bandukda, Program Manager at Family Services of Peel (FSP), participated in a United Way of Peel Region (UWPR) Speakers' Bureau event at UPS on August 15<sup>th</sup>, 2016 and at Peel Children's Centre / Nexus Youth Services on September 13<sup>th</sup>, 2016.

The Speakers' Bureau provides UWPR funded agencies, like Family Services of Peel, an opportunity to support the organization and their campaign by sharing personal success stories about people FSP has helped as a result of the funding.



# Mission, Vision, Values and Contact Information

<b>Mission Statement</b>	Through leadership, collaboration and innovation, we support families and individuals in Peel to transform their lives.
<b>Vision Statement</b>	Transforming Lives in Peel
<b>Values</b>	<p>Responsiveness          Excellence, Leadership, Innovation          Service Accessibility and Inclusion          Partnership and Collaboration          Engaging Community          Client Driven          Transparency</p>
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